



TERRY L. STEWART - DIRECTOR

FEBRUARY - 2002

## New Wardens at Yuma and Phoenix

Two veteran Arizona Department of Corrections administrators have been promoted to Warden at prison complexes in Yuma and Phoenix by Director Terry Stewart.

**Judy Frigo**, 47, has been named Warden at the Arizona State Prison Complex-Phoenix. Ms. Frigo has been employed with the Department since 1979. The first 10 years of her career were in the correctional program series where she worked as an officer and a supervisor. She managed the former women's unit at Arizona State Prison Complex-Florence for four years as an Associate Deputy Warden before being promoted to Deputy Warden in 1993. As a Deputy Warden, she has managed inmates and staff at the Santa Maria Unit of ASPC-Perryville and the now closed Arizona Center for Women in Phoenix. Ms. Frigo also has worked as a Deputy Warden of Operations at the Phoenix prison complex, and most recently at the ASPC-Florence. Ms. Frigo replaces Warden Mel Thomas who retired at the end of January.

"I'm appreciative of the opportunity to be a warden in a Department that has



*ASPC-Phoenix Warden Judy Frigo*

such a stellar reputation. I love my job because I'm blessed with working with some of the most gracious people in the world," said Frigo.

**Ivan Bartos**, 41, has been named Warden at the Arizona State Prison Complex-Yuma. Mr. Bartos began his Department of Corrections career 15 years ago as a Correctional Officer at ASPC-Douglas. While a Correctional Officer, he worked in the former Shock Incarceration Program as a Drill

Instructor, and in Tactical Support Units and chase teams. He rose through the ranks to Captain by 1994, where he served as Chief of Security for prison units at ASPC-Eyman and ASPC-Florence. His administrative experience began in 1996 at the Fort Grant prison where he started as an Assistant Deputy Warden and later promoted to Deputy Warden. He also has worked at ASPC-Douglas as Deputy Warden of the Mohave Unit and Deputy Warden of Operations where

he became involved in increasing community partnerships and improving emergency preparedness. Mr. Bartos replaces Warden Sam Sublett who retired at the end of January.

"It's both a tremendous honor and an awesome responsibility to take the reins at ASPC-Yuma. I plan to work very hard to ensure a quality work environment for the employees at this Complex by addressing staff safety



*ASPC-Yuma Warden Ivan Bartos*

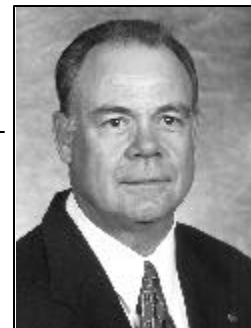
concerns as priority one. I am quite pleased with the responsiveness of the staff and the community here in Yuma. I intend to bring my security background and emergency management experience to bear in helping this complex achieve the next level of excellence," said Bartos.

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# DIRECTOR'S PERSPECTIVE

by Terry L. Stewart



## Permanent Injunction at Central Unit has been terminated.

The purpose for establishing law libraries in state and federal prisons in the United States was to grant prisoners' "access to the courts." The challenges and problems of operating law libraries in the environment of prisons, including the areas of administration, staffing, space utilization, security, and physical access led to a reexamining of what constitutes meaningful access to the courts.

The United States Supreme Court ruling in Lewis v. Casey on June 24, 1996, declared that we were not required to provide law libraries as long as inmates were given meaningful access to the courts. The ruling eliminated all prison law libraries with the exception of ASPC-Florence Central Unit that remained open under Gluth -- an inmate-sponsored lawsuit against ADC regarding issues with the law library.

During January 2000, the Arizona Department of Corrections entered into an agreement with attorneys for the inmates at Central Unit to modify the Permanent Injunction in Gluth. In 1992, an injunction was entered dictating that ADC keep a law library in ASPC-Florence, Central Unit, even after the law libraries were closed pursuant to Lewis v. Casey. The Gluth modification called for closing of the law library and adoption of the program DO 902 which provides statewide legal access to the courts. As part of the agreement with the attorneys, the 902 program at Central Unit was monitored for a period of 16 months by an outside joint expert who reported his findings to the court. The Modified Permanent Injunction at Central Unit was terminated by a court order signed on February 7, 2002.

During the monitoring period, joint expert Harold Merkow filed various reports detailing his observations and recommendations on what occurred at Central Unit. His unbiased assessments of our employees' performance and the conditions they faced were insightful. He mentioned the Herculean efforts of Librarian Karen Garard and former Deputy Warden Ernest Trujillo in ensuring the transition from a law library to a resource center was "smoothly and effectively implemented."

When former Deputy Warden Trujillo met with Central Unit staff there was a 100 percent commitment to stay in compliance and provide us with the ability to return to the federal court and request dismissal. During the three-year process, employees were instrumental in forming a new academic/resource center; cross-training academic instructors and library staff with COIVs

to assist each other; and providing a continuous flow of information and resources even during a prison disturbance.

I am proud of all the efforts of ADC employees who pulled together during this monitoring phase. Staff worked long hours to accomplish this huge task. I also want to extend my thanks to Wardens Bennie Rollins, Mel Thomas, and Ernie Trujillo, Librarians Karen Garard and Vince Parker, Deputy Warden John Gay, Captain Walter Woolsey, Educational Programs Manager Ron Brugman, COII Tom Hinski, COIVs John Hernandez and Ed White, Educational Programs Supervisor Oscar Lynch, Educational Instructors Lionel Lowe, Rick Tipton and Nick Coalson, Administrative Secretary Frandee Johnson, Clerk Typist Audrey Harkness, Legal Access Monitor Daryl Johnson, Paralegal Betty Ulibarri and Assistant Attorney Generals Dean Brekke and Jim Morrow. The efforts of this team were a decisive factor in ensuring the dismissal of the injunction. During the three years, all the individuals involved performed with the highest professionalism and honor that is given to a job.

Other court cases that have a significant impact on our Department and are nearing completion include Does v. Stewart. During 1995, inmates in protective segregation began to file lawsuits to enjoin ADC from implementing a plan to screen and transfer its PS population to general population units. Last October, Monitor Steve Martin submitted his fourth report recommending the Court dismiss the case; however, two or three issues need to be addressed that will determine when the lawsuit is dismissed. In 1973, a group of inmates filed Hook v. State of Arizona, a civil rights complaint, protesting ADC policies concerning inmate mail. On February 11, 2002, ADC filed a motion to vacate the consent decree and dismiss the lawsuit. In 1973, the State entered into a consent decree allowing a judgment to be entered regarding ADC disciplinary procedures regarding Taylor/Yanich v. State of Arizona. Last October, a settlement agreement was approved between the two parties. The Department agreed to make and keep in place for one year two policy changes in exchange for dismissal of this 28-year-old injunction. On November 15, 2002, ADC will be free to modify the disciplinary policy.

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# QWL-21 Status Report:

## 1.0 Major shift culture/Open dialogue

*DIRECTIONS* has been instrumental in facilitating the culture change principle of QWL within the Department of Corrections. Not only do we have the Director's Perspective and QWL-21 Status Report, but also feature stories relevant to current issues that affect all ADC staff. By spotlighting human interest stories, *DIRECTIONS* allows all of us to share in the commitment, triumphs and the sorrow of our fellow employees.

## 4.0 Major shift culture/Assessment tool

Two thousand surveys have been mailed to staff in every division and institution in the Department. The surveys are a follow-up to the original survey completed in 1999.

The responses to this follow-up survey will provide the first broad-based indications on the progress we are making in implementing the QWL-21 initiatives.

## 7.0 Audits/Evaluations

Proposed Improvement Process for the General Inspections Program submitted to the Director for consideration.

## 17.0 Pay Status unchanged from last reporting period.

Total number of administrative adjustment requests for supervisor/subordinate pay issues, as of 01/31/02, is 140. The estimated dollar amount requested is \$461,047.

Status unchanged from last reporting period on the other two pay issues, included within this category:

•COIII's, COIV's and Parole positions - Estimated dollar amount \$430,000.

•Peer-to-Peer inequities (employees whose salaries are not comparable to others with similar education, experience and tenure with the agency) - Over 20 requests at over \$100,000.

## 19.0 Investigations and Discipline

Total number of Mistakes and Misconducts for year to date (since January.)

### Complex Mistakes Misconducts

Douglas	9	1
Florence	1	6
Perryville	5	3
Phoenix	0	8
Winslow	1	4
Eyman	50	25
Lewis	6	15
Safford	0	4
Tucson	3	12
Yuma	4	7
<b>Totals</b>	<b>79</b>	<b>85</b>

## Basic Training= A Solid Foundation for Future Success

by Patricia Alvarez, Training Officer III, Correctional Officer Training Academy

A Total Quality Management committee reviewing the COTA curriculum has made some recommendations that are sure to help new recruits and the Arizona Department of Corrections.

The recommendations, part of Director **Terry Stewart's** Quality of Work Life project, QWL-21, are:

✓ Approval of a **standing committee** to review the COTA curriculum on a biannual basis.

✓ **Creation of a new CO/ADC Video** that will enhance recruitment



and be shown to RUSH applicants to "provide a taste of reality" - What working in a prison is really like.

✓ Improve and standardize the selection process for the **class advisor program** in order to select highly

qualified officers to serve as advisors.

✓ Selecting top notch Correctional Officers to ensure COTA cadets have a professional and motivated role model during their training experience. This will reinforce the Department's values on leadership, and benefit advisors by providing them concrete supervisory experience to prepare

them for the next step in their careers.

✓ **Expand the academy to a 344-hour program** to include use of COTA's prison simulator; 10 hours of personal development aimed toward increasing retention and additional hours for Use of Force, the Director's Quality of Work Life - 21 and "The Job of the CO".

✓ Promote working in an institution during the basic-training program by intensifying the **hands-on** portion of the curriculum covered in weeks one to three. This critical component will include a checklist of job duties the cadet must complete, and cadets will work under the strict supervision and

*COTA TQM - continued on page 5*

# What's Going On In Staff Safety?

by Don Brown, Staff Safety Liaison

The Hotline is one-year old.

The Staff Safety Hotline (1-866-787-SAFE [7233]) received its first call on January 16, 2001. An officer expressed concern about absent hearing protection at a duty location. The matter was resolved within one day when hearing protection was provided, and with orders for regular checks of post orders compliance. Other hotline calls that have been resolved in the last year included: safety certification of X-ray equipment by the state when it had been moved and relocated near working offices; replacing a cracked windshield on a transport van that was noted to be a driver hazard; removing potentially dangerous instruments from an inmate work program that could have easily been used against staff; replacing an inoperable unit base station; repairing nonfunctional unit cameras; replacing and repairing protective stab vests; surveying and replacing a unit gate camera; repairing defective locking mechanisms, as well as addressing reported blocked doors at a unit.

In the Staff Safety Hotline's first year of operation, there have been a total of seventeen certified Staff Safety issues reported by staff. All have been successfully resolved.

## **National Staff Safety Web site discussed at ACA.**

Director Stewart, as the Chairperson for Staff Safety Committees for both the American Correctional Association (ACA) and the Association of State Correctional Administrators (ASCA), hosted a presentation of the national staff safety web site at the ACA 2002 Winter Conference in San Antonio, Texas. This web site is currently in developmental stages and intended to expand communication regarding staff safety among corrections professionals

throughout the nation. Participants will be able to share information with their peers about best practices, lessons learned from serious incidents, and other useful information. The web site can use a current information-sharing program called Data Launch, that may be redesigned to meet the needs of a Staff Safety web site. Initially, there will be six to ten states across the nation who have agreed to pilot this innovative Staff Safety project. This web site will be secure, and will be accessible only to people with designated passwords. However, a national staff safety web site still requires more planning and input. It's a few months to a year away.

## **Staff Safety and D.I. 169, Staffing Procedures.**

Director **Terry Stewart** has recently discussed concerns and issues about DI 169, Staffing Procedures, with an employee organization. The primary issue is that some corrections staff feel that DI 169 is not being followed, and that complaints, including Information Reports, are ignored. Director Stewart has responded that the DI on Staffing Procedures was developed to ensure that proper utilization of staff was realized to maintain a safe and orderly operation. As an example, if an officer has a long commute of one-and-a-half hours, works an eight-hour shift, and then is ordered to work overtime when proper cross-leveling of staff has not been accomplished, it would constitute a misuse of staff, and thus be a staff safety issue.

The Director has stated that institutional management not responding to Information Reports is, in part, what led to the creation of the Staff Safety Hotline. Therefore, the Staff Safety Liaison has been directed to accept, review, and respond to DI 169 issues brought to his attention via the Staff Safety Hotline.

Director Stewart also expects and encourages staff to document violations of DI 169. If staff document the same



infraction (e.g., did not use Complex in cross leveling) over and over, then an IR number should be requested from the Deputy Warden (since the first and second line supervisors execute the process and may be reluctant to provide an IR number).

When appropriate action is not taken, then calling the Staff Safety Hotline is the proper redress. Staff should follow a new DI that gives instruction on using the Staff Safety Hotline for reporting repeated violations of DI 169, Staffing Procedures. While isolated mistakes are a concern, systemic procedural problems need to be identified, reported, and remedied. A good remedy to improving staffing procedures is being offered to staff: Use the Staff Safety Hotline at 1-866-787-SAFE (7233).

## **Working More Than 24 Overtime hours per Week.**

Coincidentally, the Director also has been asked about the possibility of corrections staff working more than 24 hours of overtime in one week.

Director Stewart believes that allowing officers to routinely work over 24 hours of overtime in a week can equate to dangerous situations for the officer and others. Staff need to be properly rested while commuting to and from work, as well as at their duty post for obvious reasons. Better solutions other than allowing staff to work more than 24 hours of overtime in a work week should be sought.

Staff Safety concerns and issues will be featured on a continuing basis in Directions to provide our corrections staff with relevant and timely information, and another channel of communication.





tutelage of a specially-trained Field Training Officer.

✓ Incorporation of a **3-week On the Job Training Program** to be administered as a post-graduation program, including a standardized OJT checklist for mandatory use at each facility. Completion of this post-academy program ensures continuing education and on-the-job training at the specific unit to which the new CO is assigned in order to familiarize them with post orders, rules, unit procedures and duties.

✓ **Establishment of a computerized learning center**, whereby cadets will complete 20 hours of the curriculum as a self-study application.

Development continues on new components of the curriculum and completion and implementation is contingent on achieving adequate staffing.

## Perryville Gym Popular among Staff

*by Cindy Neese, ASPC-Perryville, Executive Staff Assistant*

Dumbbells, stationary bicycles, treadmills, weight benches.

The employee fitness center at ASPC-Perryville has a variety of equipment to meet staff's cardiovascular and strength needs.

Through the Perryville Employee Fund, the Perryville complex has purchased new exercise equipment and made some renovations to their employee fitness center. Free to employees, the new gym is open seven days a week, 24 hours a day to allow all shifts to use the facility.

As a result of the improvements made to the fitness center, the Quality of Work Life at Perryville has improved. More employees are exercising and feeling better about themselves.



*During a mock interview, Media Relations Administrator Camilla Strongin puts California Warden Mike Yarborough thru the wringer with a list of media questions.*

Recently, Wardens from all over the country came to the Lexington Hotel in Phoenix to participate in the first national program dealing with Executive Training for Newly Appointed Wardens. Administered by the Arizona Department of Corrections and funded by a NIC grant, the 36-hour academy focused on critical things such as media relations,

building trust with stakeholders, labor relations, retention, recruitment, staff development and contract and budget management.

The curriculum, based on a highly-successful ADC pilot program in April 2001, was developed to meet an impending need to promote employees to the positions of Warden and Deputy Warden.



*Perryville employees working out in the newly improved employee fitness center*

# Perryville Staff Adapts to Female Inmates



*ASPC-Perryville Corrections Officer Jesse Moreno makes sure the work crew assigned to him are getting their work done.*

Five seasoned Arizona State Prison Complex-Perryville staff members who have worked with male and female inmates tell how their jobs are different since the prison went to an all-female institution almost three years ago.

Dealing with female inmates each day presents new challenges for Lieutenant **Sieglinde Dishmon**, Sergeant **Warren Snipes** and Correctional Officers **Jesse Moreno**, **Lorena Hersey** and **Richard Williamson**, but they continue to successfully adjust to new situations by combining what they learn and see from female inmate behavior with their knowledge of prison policies and procedures and experiences with working with male inmates.

As a woman Lieutenant who has worked with male and female inmates for 18 years, Lieutenant Dishmon has realized the biggest difference between the inmate sexes is that females respond more emotionally to situations.

"Because women will cry more than men and are sensitive to issues, I feel like my job is becoming more of a counseling-type position," said

Lieutenant Dishmon.

The five staff members agreed some female inmates have to be handled differently than male inmates because of their sensitivity and inquisitive nature.

"To get more productivity out of female inmates, they need to be asked to do things differently. If I were to tell a male inmate to clean something, I would just tell him to clean it up. To get a female inmate to clean, I would have to give the order followed by an explanation as to why the work needs to be done," said Correctional Officer Richard Williamson.

Correctional Officer Jesse Moreno, who oversees a female inmate work crew, agrees women inmates need to be given the order with an explanation, but once they take on a project, female inmates take pride in their work and are more dedicated to their jobs than their male counterparts.

"I supervise female work crews who do cement work. When Perryville switched from male to female almost three years ago, I thought I would lose

productivity in my crew. But in reality, the female inmates I supervise have been better workers than the male inmates. It may take two female inmates to carry a 95-pound bag of cement compared to one man, but the women who work for me pour cement much faster than the men and the quality of their work is better," said Moreno. "I have spent most of my career supervising male work crews, and if someone were to ask me if I wanted a male crew back, I would tell that person, no."

Staff at Perryville have not only altered the way they deal with giving orders to female inmates, but they have adjusted to the differences of female inmate recreation.

"Women tend to socialize during recreation and men like to play ball or exercise. If groups of men were hanging around talking, Correctional Officers would be on alert," said Correctional Officer Lorena Hersey. "With men you also have to assume they are armed and pay attention to whom they are talking, and their race."

If staff see three members of a race talking to a member of another race, there is a chance those three inmates are ready to attack the lone inmate. Racial problems and segregation dominates the male prison population, but with female inmates race doesn't matter. Staff has to recognize these differences, especially if they have only worked with females and someday are transferred to a male prison, said Hersey.

Although some female inmates show some pride in their work and like to be social, most are still capable of playing games.

According to the group of Perryville employees, female inmates present less of a threat to harm staff physically, but they agree the female inmate population can be manipulative.

"In a physical confrontation, the

*Perryville staff - continued on Page 7*

strongest female at ASPC-Perryville couldn't take advantage of my weakest male Officer," said Perryville Sergeant Warren Snipes. "But female inmates will use their female wiles against male officers and use their gender against them."

With an all female population, Hersey, Dishmon and other female staff are presented new challenges.

"At first, female inmates are more likely to listen to a male officer, but when female inmates realize a woman correctional officer means business, they will comply," said Correctional Officer Hersey.

Working with an all female inmate population is a role-reversal for female employees. Female staff at Perryville are now doing the pat downs and strip searches. It's during pat downs, strip searches and other situations where male and female Officers have to be weary of female inmate games.

"While most women inmates don't present the physical danger that male inmates do, they know how to play the system. Females, like males, will file lawsuits," said Sergeant Snipes.

In the three years all of the female inmates have been at Perryville, staff are



*Under the Supervision of Correctional Officer Lorena Hersey, two female inmates clean the front entrance of ASPC-Perryville.*

learning the different games, habits and emotions of female inmates.

"As long as staff know their policies and procedures and are very secure in

what they know, handling the different challenges women present is not a problem," said Lieutenant Dishmon.

# ***From the Mailbag***

*Dear State Employees Charitable Campaign 2001 :*

Thank you for your Navajo Way contribution to our Chilchinbeto Clinic of \$325. These funds were used to help purchase a new telephone system and update the wiring in to the clinic building. This now allows us to have Internet for the first time. This is a huge benefit for this clinic due to its isolation.

If you have never been to Chilchinbeto, you would be amazed at the beauty of the yellow cliffs that surround this community. It is located about 30 miles from Kayenta, on the road toward Chinli. The community has been very supportive of their clinic and has worked to keep it open for almost 30 years. There are about 3000 people who live in this area and use the clinic. We have been seeing approximately 200 patients every month.

With the use of the Internet, the health care providers can easily keep current on new health updates and leave email for other providers when there are questions or concerns about a patient's condition. We all thank you for your help and support. What you give really does make a difference. Thank you.

If I can provide any additional information please let me know.

Sarah Krane Allen, CEO  
Canyonlands Community Health Care





# Prison Displays at Central Office

Teams of creative Arizona Department of Corrections employees are changing the look of the central office lobby. In an effort to showcase the special qualities of each Arizona prison, presentations featuring the individual complexes are being housed in the 1601 West Jefferson display cases.

Two prisons have finished displays, ASPC-Eyman and ASPC-Perryville. The Media and Public Relations Office will be receiving more exhibits soon. By the end of the project, the exhibit will feature each of the 10 Arizona prisons.

The ASPC-Eyman exhibit portrays one of the most important aspects of a prison's operation: the dangers inmates can pose. Created by Correctional Officer II **James Robideau** of ASPC-Florence, the Eyman exhibit showcases many of the crude weapons officers have taken from prisoners.

The display features weapons ranging from shanks made of toilet brushes and rubber clothes hampers to dart guns created from sharpened paper clips, underwear elastic, pencil erasers and wet paper. The display even contains "stingers" made of



*Correctional Officer II James Robideau of ASPC-Florence proudly stands next to the display he created. The display contains weapons confiscated from inmates at ASPC-Eyman's SMUII*

copper wire used by inmates to heat beverages.

ASPC-Perryville's showcase is a beautifully crafted timeline, featuring photos, news articles and memorials to Perryville employees who have lost their lives in the line of duty. The timeline spans 1930 to the present, highlighting prison happenings like the execution of inmate Eva Dugan in 1930, the "Dude Fire" of 1990, which claimed the life of Administrative Assistant Sandra Bachman and the 1997 murder of Officer Brent Lumley, who was killed in the line of duty. The exhibit also showcases the transition from a male to female inmate population in

2000 and the success of the Rio Salado College courses Perryville offers. The creators of the display are Correctional Officer II **Howard Milliken Jr.**, Correctional Officer IV **Judy Gabbert**, Correctional Officer IV **Carol Allen**, Medical Records Librarian **Valerie Willis** and Correctional Education Program Teacher **Paul Baffa**.

The excellence of the display design and content shows the depth of the creator's efforts and imagination.



*The ASPC-Perryville display is showcased at Central Office, 1601 West Jefferson*

## What's New at [adcprisoninfo.az.gov](http://adcprisoninfo.az.gov)

- On-line Agency Policy Changes last month were: Revised **DI 140** (Standardized Housing Unit Regulations), and **DO 505** (Employee Benefits), **704** (Inmate Grooming and Identification), **909** (Inmate Mail/Property). **DO 406** and **DI 122** are superseded.

- Department of Administration web **server issues** resulted in several days of 'down time' for the Inmate Datasearch recently. Unfortunately, these problems were beyond the domain of ADC. When the DoA issues were eventually resolved, there were several resulting complications for our web.

Hopefully these have now been resolved satisfactorily. There was a significant amount of public inquiry due to the malfunction. This is an indication of how widely used the Datasearch has become, and how the ADC web has become relied upon as a significant a form of information delivery.

- DoA's removal of the web from one server to another, and then back again has rendered the January web **usage statistics** unobtainable, but the Department hopes to be able to report February's figures in next issue.

- Due to Statewide budgetary constrictions, ADC's **job opportunities** have been restricted to those available for COs and Medical staff.

- Most of our **Death Row** inmates now have recent pictures added to the web's Death Row feature, replacing many poorer quality ones, some of which had been scanned directly for the Attorney General's Red Book source. Thanks are due to staff at SMUII for their assistance in obtaining the photographs.

- Several hundred older inmate photos and many recent news articles have been added to the **Datasearch** and the on-line **In The News** features respectively.

*Paul Lamprill, ADC Webmaster*



# ADC's Community Involvement

## Chaplain Receives Honor for Outstanding Service



*Chaplain Mike Linderman receives the Phoenix Elks Lodge-Law Enforcement and Fire Department Outstanding Service Award from Director Terry Stewart.*

Saving souls, counseling inmates, citizens and co-workers, putting out fires, entering burning buildings, administering employees, talking to the media.

**Mike Linderman** is more than a Chaplain. He is an incredible asset to the Arizona Department of Corrections and his community.

Recently, Linderman received the Phoenix Elks Lodge-Law Enforcement and Fire Department Outstanding Service Award for being a selfless, giving and caring professional who continually puts the needs of others before his own. Nominated for the award by Deputy Director **Charles Ryan** and presented with the award by Director **Terry Stewart**, Linderman's exceptional service made him a perfect candidate for the honor.

As ADC Chief Chaplain, Linderman serves as a spiritual and emotional counselor for many people. He volunteers to work with staff and victim family members at executions held in Florence and he has never failed to give of himself to anyone in need. He was at Perryville to offer support to the family of staff member Sandra Bachman who lost her life in the "Dude Fire" incident. He was there again in 1997 after

the tragic loss of Officer Brent Lumley to assist family and staff in anyway he could.

"He has continually given of himself above and beyond the call of duty during the darkest hours experienced by many, and has served as a source of support and light during those times," said Deputy Director Ryan.

Not only does Linderman serve as a Lieutenant for the Buckeye Volunteer Fire Department, but he is the Public Information Officer for the Buckeye Valley Fire District. In his free time, he frequently responds to fires, accidents and medical emergencies, and has often been instrumental in providing life saving support and critical intervention to victims. After all this, he still finds the time to work with the media to correctly report the incidents and represent the Buckeye Volunteer Fire Department fairly.

Rev. Mike Linderman is a role model for all people and deserving of the Outstanding Service Award.

"In terms of law enforcement, public protection and dedication to a life of service to others, Mike Linderman is an inspiration and blessing to each of us," said Deputy Director Ryan.

## Torch Run Campaign Kicks Off

The 17th Annual Arizona Law Enforcement Torch Run for Special Olympics is under way.

During the first week of May, members of law enforcement agencies throughout Arizona will join forces to relay the Special Olympics Torch from six starting points throughout the state. They will unite on May 3, at Desert Vista High School in Ahwatukee, for the opening ceremonies of the Arizona Special Olympics Summer Games. Once there, participants will pass the torch to a Special Olympic athlete who will light the "Flame of Hope" which will burn

throughout the games.

Last year through donations, sales and other fund-raising events, the campaign raised more than \$365,000. The Department of Corrections alone raised more than \$89,000 and was the top fund-raising agency in the state. All employees are encouraged to participate in any way they can, from buying merchandise or soliciting donations to actually running in the event.

For more information, please contact your local area coordinator.



## Beautiful Bouncing Baby Bloodhounds



*The four pups playing at ASPC-Florence*

Recently at ASPC-Florence, man and beast alike were happy to hear the pitter-patter of little feet. They were delighted because on that joyous day, two of the finest trailing bloodhounds working at ASPC-Florence, Bonnie and Ty, graced their unit with a litter of four puppies: Judy, Rocket, Bumper and Woody. The one female and three male puppies are the newest pride and joy at Florence Complex.

In three months, the pups will begin their training to follow in their parents' paw-prints. It will take four to six months of intense instruction before

officers can determine which of the puppies will be good enough to join the team. Corrections Officer Mike Whitson has high hopes for the puppies and has already taken measures to ensure they make the grade.

ASPC-Florence's K-9 team mascot is named Meg, after Southern Region Operations Director, Meg Savage, so Whitson decided to bow to tradition in naming the litter's sole female pup.

"To keep that tradition going, and hoping for another lucky star for our team, I insisted that the lone female pup be named Judy, after ASPC-Phoenix Warden Judy Frigo," said Whitson. "When Ms. Frigo worked at Florence Complex, she was a huge supporter of the K-9 program and her enthusiasm for the program was appreciated."

Bonnie, the puppies mother is a standard-type bloodhound and has been with the Department for about three years. Their father, Ty, is a Blue Tick-type bloodhound who joined the Department about nine years ago.

## "Crazy Legs" Gardner



Correctional Officer Nathaniel Gardner is pedaling his way toward a cleaner environment. Over the past six years, he has logged more than 37,000 miles commuting to and from his job at the Arizona Department of Corrections.

"It keeps me in good shape," said Gardner. "Plus, I'm too cheap to pay for gas and insurance."

Gardner, a Tempe resident, does not even own a car. He says everything he needs is within riding distance and he never misses out on anything because he does not drive, though his lack of automobile transportation also ensures that he never misses out on ribbing from his co-workers.

"Let's put it this way," Gardner said with a laugh. "Despite the fact that I'm the brunt of many jokes, I still manage to stay in shape."

Officer Gardner has worked as a Correctional Officer for the past six years. He worked at ASPC-Phoenix for the first four years of his career and now works at Central Office.

## Training is the Key

*by Gail Rittenhouse, Administrator, Staff Development and Training Bureau*

Below is a list of honors given to the Staff Development and Training Bureau during the last year.

✓ Terry L. Stewart gave his Director's Medallion to Training Officers: **Anita Beverly**, ASPC-Yuma, **Leonard Shearer**, ASPC - Lewis and **Judy Morgan** at ASPC-Perryville.

✓ The following Training Officers received their college degrees this past year: **Carolyn Verdugo**, ASPC-Douglas, received an Associate Arts degree in English from Cochise College, **Anita Beverly** received a Masters in Science degree in Criminal Justice from the University of Alabama and **Molly Waters**, ASPC-Tucson, received a Bachelors of Science in History from

Troy State University, Montgomery.

✓ In **two months**, the Staff Development and Training Bureau trained the Department in the *Drug Free Workplace* curriculum.

• **Eva Reynolds Martony** was chosen to teach decision making skills and present an interactive session at the annual conference of the North American Simulation and Gaming Association held in Bloomington, Indiana.

✓ Training Specialist **Jesus Martinez**, stationed at ASP-Globe, has been named training-officer-at-large this last year. With so many Training

*Training - continued on page 11*

Training - continued from page 10

Officer positions vacant, he has had to spend time going back and forth between ASP Globe, ASPC-Eyman and Phoenix.

✓ ADC Video Production Manager **Ruth Ann LeFebvre** and Video Specialist II **Scott Anderson** received two Awards of Merit from the Media Communications Association's annual Video Festival Awards for their videos *Together We Win* and *Commitment to Change*.



*Ruth Ann LeFebvre and Scott Anderson display their Video Festival Awards.*

## ADC Employees on the Move: January



### Retirements

Melvin Thomas, ASPC-Phoenix, Warden  
Sam Sublett, ASPC-Yuma, Warden

### Promotions

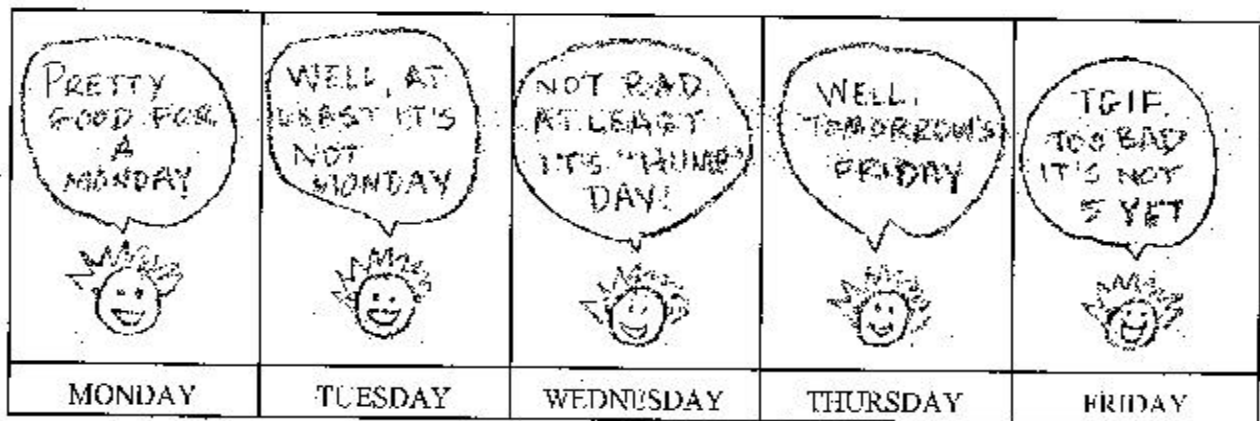
Judy Frigo, ASPC-Phoenix, Warden  
Ivan Bartos, ASPC-Yuma, Warden  
Robert Patton, ASPC-Safford, Deputy Warden  
Hugh Matson, Phoenix West, ADW  
Towanna Johnson, ASPC-Perryville, ADW  
James Witten, ASPC-Florence, ADW  
Paula Jackson, ASPC-Lewis, ADW

# Pun Intended

February is **STUPID ANSWER AWARENESS MONTH**.

To honor this special month, please refrain from using the following answers to the question, "How are you?"

Thanks, The Management (also known as AP&LG)





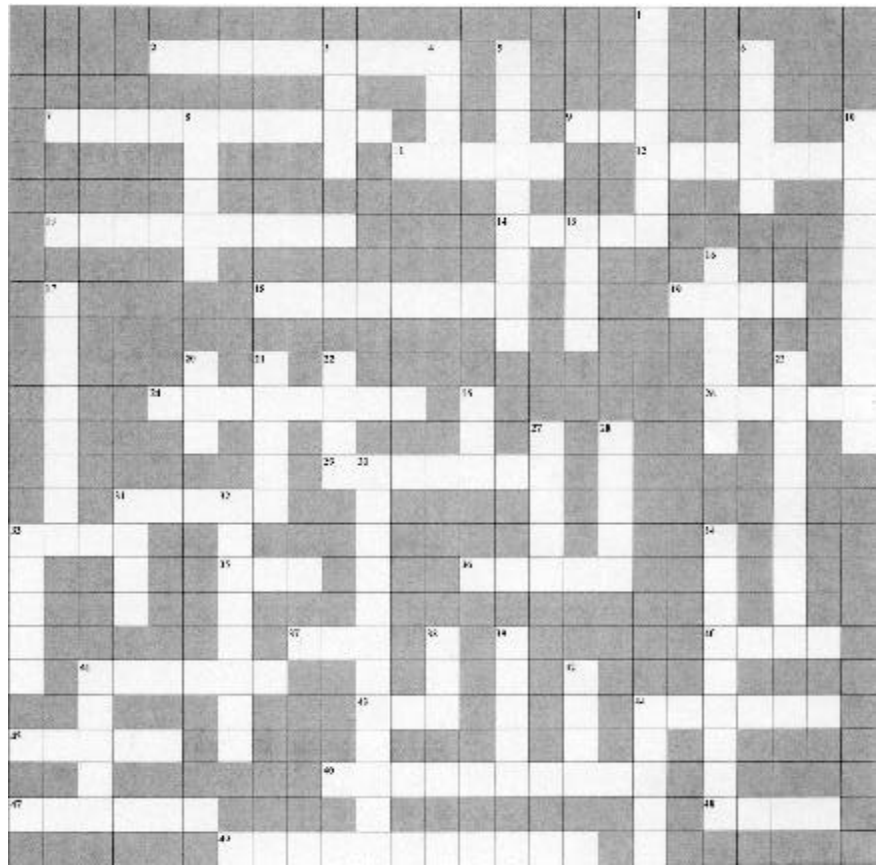
# Corrections Cross-section

## Across

2. Filmed in Florence
7. Condemned prisoner's last stop
9. Department's industries
11. Arizona-shaped metal worn by Officers
12. Old prison ranch brand
13. Something Bruce Springsteen might sit in
14. Officer's highest ground
18. Law enforcement highlight
19. Acronym for George Herman
24. Island near San Diego or prison unit
26. ASPC-Phoenix unit
29. Bee's weapon or inmate contraband
31. Restraints
33. Quality of Work \_\_\_\_\_
35. Former hotel and Arizona prison (abrv.)
36. Officer uniform color
37. Article of formal Officer attire
40. CO starting place
41. ADC's first female warden
43. Prison alert acronym
44. CORP retirement term in years
45. Prior to orange jumpsuits
46. ADC's official publication
47. ADC unit or North or South \_\_\_\_\_
48. Arizona's largest fundraising campaign
49. Hot Sauce

## Down

1. Not a guard
3. Hurry to get a corrections job
4. Original site of Arizona prisons
5. ASPC-Winslow's favorite decoration
6. On an Officer's sleeve
8. Inmate homemade alcohol
10. An older means of execution
15. Razor \_\_\_\_\_
16. Pumpkin attire
17. Recently retired Winslow Warden
20. Two peas in a \_\_\_\_\_
21. Health Services new boss
22. Places for cocktails or thick steel rods



23. Former US Cavalry outpost
25. Prison gangs
27. New ASPC-Phoenix Warden
28. Former Florence Warden Frank \_\_\_\_\_
30. Health Services new technology
31. Inmate's room
32. Tucson Warden
33. Florence gourmet dining
34. Prison south of Buckeye
38. Used to transport inmates
39. Security check
41. Inmate Weapon
42. Director's dog
44. Quite shocking

## ! Sweepstakes !

Successfully complete the Corrections Cross-section and win 2002 Law Enforcement Torch Run merchandise. Correct crossword entries will be entered into a drawing.

To enter, submit the completed puzzle with your name, telephone number and place of employment to Virginia Strankman at Mail Code 441 or 1601 West Jefferson, Phoenix , Arizona 85007.

Look for the answers to the crossword puzzle and the winner of the contest in next month's issue of *Directions*.